

Aquaculture Program Lead – Cote d’Ivoire

Job Title: Aquaculture Program Lead – Cote d’Ivoire
Department: WISHH
Location: Cote d’Ivoire
Reports to: Project Director, ASA headquarters
FLSA Status: Exempt
Salary: Commensurate with Experience

The American Soybean Association (ASA) was founded in 1920 by soybean farmers and extension workers to promote soy for high protein applications in developmental settings. Overseas activities initiated in the mid-1950s, and to date ASA has worked in over 80 countries. The World Initiative for Soy in Human Health (WISHH) was founded in 2000 to expand the work of the American Soybean Association (ASA) in developing and emerging markets to improve health, nutrition and food security, building the groundwork for future markets of soy. WISHH provides services in food technology, business development, nutrition services, and program and proposal development. WISHH expertise extends its network into additional areas, such as aquaculture and animal feed.

ASA/WISHH connects trade and development to strengthen agricultural value chains in emerging markets, creating trade and long-term demand for U.S. soy. Trade can improve lives worldwide for both farmers and consumers. U.S. soy trade in emerging markets is pivotal to improve accessibility, affordability, and acceptability of high-quality plant and animal-sourced proteins in developing economies. Rising incomes in emerging economies generate further opportunity for trade.

ASA/WISHH builds opportunity for long-term trade by improving agricultural value chains, human and animal nutrition, and farmer net incomes. ASA/WISHH initiatives broadly fit in two arenas: (1) trade-building long-term, early-stage market development, and (2) trade-building international agriculture and economic development. The St. Louis-based Program operates in sub-Saharan Africa, Asia and Central America.

ASA/WISHH offers proven feed sector capacity and decades of accumulated knowledge from ASA programs. Principal approaches include market and economic assessments, technical assistance and capacity building, food and feed trials and demonstrations, farmer field days, youth mentorship programs, food and feed value chain development, and market linkages.

ASA/WISHH achieves its mission by working in close partnership with: (1) the public sector (e.g., USDA, USAID, U.S. land grant universities, and host country governments), (2) the private sector (e.g., trade associations: Qualified State Soybean Boards, United Soybean Board and U.S. Soybean Export Council), and (3) private voluntary organizations. The Program draws upon the resources and experience of these partners and the services of a cadre of ASA/WISHH consultants with technical expertise in agricultural, international and commercial development spheres. ASA/WISHH relies on decades of experience in food commercial development and agricultural development programming. The Program takes pride in its growing portfolio of success with U.S. government-funded projects,

including USDA (Food for Progress, McGovern-Dole, Global Broad-Based Initiative, Foreign Market Development, Market Access Program, Agricultural Trade Promotion, Emerging Markets Program, and Quality Samples Program) and USAID funding in both prime and sub-recipient capacities. ASA/WISHH has also attracted both private sector and other complementary funding sources from various stakeholders to build on and leverage core funding from Qualified State Soybean Boards.

WISHH's objective is to increase the international consumption of soy protein in the human, livestock, and aquaculture sectors in new markets and thereby create new opportunities for soybeans and providing higher economic returns to U.S. soybean producers.

The Aquaculture Program Lead is responsible for the planning, development and management of all project activities related to the Aquaculture aspects of the AMPPLIFY project in Cote d'Ivoire. The position of Aquaculture Program Lead will serve as the primary contact for the program, interacting with HQ staff, other implementing partners and implementing units. The Aquaculture Program Lead, in consort with field staff where applicable, will plan, execute and report on the project according to strict deadlines, within budget and in compliance with USDA and ASA regulations and policy guidelines. Under general direction and supervision, this position is responsible for supporting new hire/consultant orientation & integration and developing local in-country leadership capacity. The Aquaculture Program Lead is responsible for maintaining the safety and integrity of the overall mission, as well as working to achieve program goals and objectives. Infrequent local trips will require air travel and overnight stay away from home for one or more nights. Travel to the U.S will be on an as needed basis but will likely be required at least twice a year.

Aquaculture Program Lead Job Responsibilities:

- Provide overall program management, develop a strong, coherent technical vision, and initiate innovative strategies across the AMPPLIFY project
- Provide financial management oversight of Finance staff, in-country budgets, and provide updates to HQ on in-country expenditures
- Provide technical leadership in aquaculture and manage relationships with local organizations, private sector stakeholders, and government bodies
- Gather and share best practices with actors of the aqua VC including but not limited to feed manufacturers, fingerling producers, and aquaculture producers
- Travel to site offices and target regions as needed to oversee technical assistance and troubleshoot alongside project partners
- Develop and implement annual work plans
- Represent ASA/WISHH and AMPPLIFY to relevant stakeholders and deliver presentations on behalf of the AMPPLIFY project in country and in related conferences

- Establish a respected presence within the international aquaculture community and strategically position the AMPPLIFY project in the forefront of agricultural development activities within Cote d'Ivoire
- Supervise program operations, and technical and administrative personnel
- Provide periodic written and oral reports to project lead organization and ASA/WISHH headquarters and the AMPPLIFY Lead Organization
- Work closely with the COP, the DCOP, the Enterprise Lead, the Financial Solutions lead, the Senior MEL Manager and other key members of the AMPPLIFY team to ensure seamless program implementation and impact achievement
- Ensure effective and compliant contract management, reporting, communications and relationship management with USDA.

Aquaculture Program Lead Qualifications / Skills:

- Master's degree in agronomy, agriculture or related fields; 3-5 years of progressive international experience implementing development programs; 6 years of progressively senior international experience implementing development programs; 6-8 years of experience in the aquaculture field. Demonstrated Team Leader or similar experience or equivalent; three to five years of USDA and/or USAID or other development organizations experience preferred, including knowledge of best practices, guidelines, tools, and resources for monitoring and evaluation; experience working abroad, preferably in Africa comprehensive knowledge of project management; strong analytical skills; strong computer skills (Microsoft Office, Excel, M&E, database management); strong organizational and prioritization skills; ability to work both independently and with a team; demonstrated ability to work well with persons of different backgrounds; ability to travel throughout Cote d'Ivoire, demonstrated skill in program development and management.
- **Communication Skills:** Must have highly developed oral and written communication skills and be an expert listener; strong interpersonal skills to negotiate and work with foreign experts, managers, government and non-government officials, local staff, and target populations; must be comfortable with engaging with people from other countries in a variety of different communicative modes (verbal, non-verbal, and written); attuned to others through strong active listening skills, ability to related professionally and communicate effectively with staff, consultants, governance committee, and outside contacts; ability to forge a mutually respectful and productive partnership with existing development agencies, businesses, human services, and government agencies in Cote d'Ivoire and the U.S.; ability to respond appropriately and with sensitivity to the cultural differences present among the organization's service population; computer literate in Microsoft Word, PowerPoint, and Excel; fluency in English and French is required.

- **Reasoning Ability:** Must have a strong command of reasoned, measured decision making based upon analyzing the pros and cons of each potential decision to be made. Ability to evaluate socioeconomic and physical challenges in foreign environments. Ability and desire to learn the project, think strategically, and operate tactically. Ability to learn quickly and multi-task and prioritize in a complex, demanding atmosphere. Solid experience in monitoring and evaluation, data collection/analysis, and strategic planning and reporting.
- **Leadership Skills:** Solid leadership skills including persuasion/negotiation skills and ability to problem solve; Ability to motivate and guide a diverse team; Ability to protect the confidentiality/privacy of others and company documents and records; excellent organizational and planning skills a must; capacity to work independently, prioritize and meet deadlines, delegate, monitor multiple projects and follow directions and attention to detail; creative self-starting abilities, dependability, ability to work under pressure, and undertake and be responsible for all issues which might arise in the course of carrying out the project requirements.

TO APPLY: send electronic submission of resume including salary requirements to edemerit@soy.org by December 15, 2024. Interested individuals are encouraged to apply quickly as the applicant review and interview process will begin immediately. Please write "Aquaculture Program Lead – Cote d'Ivoire" in the subject line. No telephone inquiries, please. Finalists will be contacted. ASA is an Equal Opportunity Employer and Provider. Women, minorities, veterans and the physically challenged are encouraged to apply.

Non-Discrimination Statement: *In accordance with Federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its Agencies, offices, and employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, religion, sex, gender identity (including gender expression), sexual orientation, disability, age, marital status, family/parental status, income derived from a public assistance program, political beliefs, or reprisal or retaliation for prior civil rights activity, in any program or activity conducted or funded by USDA (not all bases apply to all programs). Remedies and complaint filing deadlines vary by program or incident. ASA/WISHH is an equal opportunity provider and employer.*